

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY, RIPON

DIOCESE OF LEEDS

(Working name – HOLY TRINITY, RIPON)
(The Church registered code 646497)

Trustees' Annual Report
for the year ending 31st December 2025

Charity no. 1135108
Revenue no. X31895

Holy Trinity, Ripon
Kirkby Road
Ripon
HG4 2E

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TRUSTEES' ANNUAL REPORT

1. STATUTORY DATA

Charity name

The Parochial Church Council of the Ecclesiastical Parish of Holy Trinity, Ripon, Diocese of Leeds **(working name – HOLY TRINITY, RIPON)**

Reference and administrative details

Principal address
Holy Trinity Church
Kirkby Road
Ripon
HG4 2EY

Trustees (afterwards referred to as PCC members)

Vicar	Rev Phil Carman (from Nov 2025)
Lay Chair	Don Hanson (from Jan 2025)
Deanery Synod Representatives	Allison Clark (from May 2021) Barry Crompton (from May 2025) Andrew Dennis (from May 2025) Felicity Stevens (from Jan 2026)
Churchwardens	Daniel Metcalfe (from May 2021) Kathryn Bailey (from Apr 2023)
Elected PCC Members	Don Hanson (from 2023) Tom Cavell-Taylor (from 2021) Elliot Bennington (from 2022) Becca Green (from 2023) Andrew Dennis (from 2023) David Bakes (from 2024) Jonathan Nicholas (from 2024) Peter Sherwood (from 2024) Nancy Benham (from 2025) Claire-Lise Harrison (from 2025) Philip Thomas (from 2025) Tina Durkin (from 2025)

Bankers	HSBC plc 34 Westgate Ripon HG4 2BL
Independent Examiners	Mr. S Kay ACA The Barker Partnership 44 Kirkgate Ripon HG4 1PB
Registered Charity no.	1135108
HMRC No.	X31895
PCC Secretary	Nancy Benham
Treasurer	Barry Crompton
Architect	Tom Crooks. BA (Arch.) Dip Arch. RIBA AABC 14 Calverley Lane Horsforth Leeds LS18 4DZ

2. STRUCTURE, GOVERNANCE AND MANAGEMENT

The PCC operates through various subgroups who report to the PCC on a regular basis.
The Vicar is *ex officio* and a member of all groups and committees.

Standing Committee

Phil Carman (appointed Nov 2025)
Don Hanson (from 2023)
Barry Crompton (Treasurer from May 2019)
Dan Metcalfe (from May 2021)
Kathryn Bailey (from Apr 2023)
Nancy Benham (Secretary fromJan2025)

Finance Team

Barry Crompton
Catherine Pearce
Phil Carman (ex officio)
John Housley

Fabric Team

Tom Cavell-Taylor
Rob Thew
Phil Thomas
Nick Pearce
Elliot Bennington
Phil Carman (ex officio)
Tim Scholes
Andrew Dennis

Health and Safety (sub-group of Fabric Committee)

Andrew Dennis (from Apr 2023)
Tom Cavell-Taylor
Phil Carman (ex officio)

Outreach

John Housley
Nancy Benham
Chris Thomson
Phil Carman (ex officio)
Peter Sherwood

Administrator	John Housley
Administrator and Electoral Officer	Alison Bradley (Electoral Roll Officer from Oct 20)
Young People's & Worship Pastor	Mathew Davies
Mission Enabler	Alison Ratcliffe
Cleaner & Housekeeper	Sam Purvis (from 1 Jan 2025) Lilly Ward (from 1 Jan 2025)
Safeguarding Representative	Paul Stephens

3. RIPON DEANERY SYNOD 2025

The Ripon Deanery Synod had three meetings this year on 8th May 2025, 2nd September 2025 and 13th January 2026. Also, on 24th and 25th February 2025 a Deanery Synod Away Time took place at Parceval Hall.

Meetings focused on governance appointments, ongoing development of the Deanery Renewal Action Plan, and sharing parish initiatives across the Deanery.

Governance & Elections

Significant progress was made in filling key leadership roles:

- **Lay Chair:** Clare Slator was unanimously elected in September 2025.
- **Diocesan Synod Representation:** Dorothy Gray and Barry Compton were elected as Lay Representatives in January 2026; clergy vacancies remain.
- **Area Mission & Pastoral Committee:** Michelle Dearlove was elected in September 2025.
- **Deanery Treasurer:** Post remains vacant, though bank signatories were updated.
- **Deanery Secretary:** Temporary change announced in January 2026.

Deanery Renewal Action Plan

On 24th and 25th February 2025 a Deanery Synod Away Time took place at Parceval Hall with the aim of establishing a renewed vision for the Deanery, emphasising its role in **supporting small, rural parishes**.

A structured Action Plan was created, focusing on:

- **Identity & Communication:** Developing a clear Deanery identity, prayer, prayer diary, improved PCC–Synod communication, and a Deanery Diary.
- **Mapping the Deanery:** A full parish mapping exercise and creation of an accessible Deanery map.
- **Resourcing & Collaboration:** Strengthening links with retired clergy, LLMs, and the Cathedral; exploring a permanent Deacon role; submitting a Rural Change Fund bid.
- **Strategic Development:** Considering Eco-Deanery status, improving diversity and youth representation, and reviewing Canon Law for parish benefit.
- **Review:** Plan scheduled for regular updates, with the first formal review in January 2026

This Action Plan was reviewed at subsequent Deanery Synod meeting, with updates circulated. A major development was the successful **Rural Change Bid**, securing funding for an **Outdoor Spirituality Officer**, with volunteers sought to shape the role.

Talks & Formation

The January 2026 meeting featured a well-received presentation from **Revd Canon Sean Robertshaw**, Diocesan Director of Vocations, exploring pathways into ministry and diocesan training.

Parish Activity & Collaboration

Parishes reported a wide range of mission and community initiatives, including:

- Pilgrimage routes, organ recitals, and local events across the deanery.
- Youth ministry development needs.
- Cathedral partnership projects such as *The Difference Course*.
- International links (e.g., Holy Trinity's Tanzania partnership).
- Requests for practical support, including church WiFi guidance.

Future Meetings

Scheduled meetings for 2026 include:

- **22 April 2026** – Ecological Marketplace, All Saints' Ripley
- **13 July 2026** – Inclusion Panel, Holy Trinity Ripon

Holy Trinity Deanery Synod Representatives

Allison Clark – stepping down in April 2026 after 6 years. This will leave a vacancy for a Deanery Synod Representative from the Laity.
Barry Compton
Andrew Dennis
Felicity Stevens

4. PCC SECRETARY'S REPORT 2025

PCC Meetings

In 2025, the PCC met in January, March, May, July, September and November. The APCM was held on 11 May, when we had the new Archdeacon preside over the meeting.

At the May meeting new members were welcomed to the PCC. There was a short induction of the responsibilities of a trustee; appointment of officers was agreed and sub-committees were confirmed.

The Standing Committee, comprising of the Lay Chair, Secretary, both Churchwardens, and Treasurer, also met in January, February, April, June, October and December.

In February, Jane and John Foster kindly hosted the PCC Away Day. This was an important time as the PCC considered the qualities they were looking for in a new vicar; discerning where Holy Trinity was heading in the future and what skills and resources were needed to cover the vacancy period.

In addition, there was a "Section 12" meeting in March with Bishop of Ripon, Area Dean and Simeon Trustee Patrong and the PCC. The purpose of this meeting was to confirm the Parish Representatives; agree the Parish Profile, Role Description and Person Specification of the new vicar; finalise Parish Brochure, agree the timelines for the vacancy process, and arrange the July interview date and the interview itinerary.

After the interview in July, the Bishop confirmed Phil Carman's appointment and Phil was inducted and installed in November. We were delighted to welcome him to our November meeting!

Key Topics

This is not meant to be an exhaustive list of everything covered in PCC meetings, but a flavour of some of the key topics covered. This does not detract from all the other topics and the work of everyone involved in all church activities. You can read the rest of the reports and see just how much goes on behind the scenes.

Many of the topics covered concerned the preparation of materials for the advertisement of the vacancy as well as the practicalities of running a church without a vicar. Holy Trinity continued to be well used by church members and the wider community. Decisions had to be made regarding such requests as things were not "business as usual" in a vacancy. The Diocese continued to require us to complete audits and mission statistics and respond to questions and proposals from the sub-committees.

Decisions were made regarding the Sunday services, Messy Church, Being Restored and Thursday communion.

The Mission Enabler's two-year funded role expired in September. It was agreed to extend the role for another year. This will be reviewed again when the new vicar is in place.

The Bishop of Ripon was keen that Holy Trinity became a Diocesan Training Hub. While AV and sound equipment was provided by the Diocese, there was still a lot of additional work required to set up Room 4 to be equipped to be a place for training courses to be held.

The Charity Commission requires that policies are reviewed or created to strengthen the governance of any organisation and there were several policies (Social Media, Complaints Procedure, Lone working/Safety) tackled this year.

Membership

Churchwardens

While the normal agreed practice is for churchwardens to be appointed for a maximum of 4 years, it was agreed that Dan Metcalfe would serve an additional year to help with the smooth transition during a vacancy.
Kathryn Bailey was appointed for a 2nd year.

We are immensely grateful to our Churchwardens for the additional responsibility and work they undertook this year in the vacancy. They provided the spiritual oversight and pastoral life of the church. They ensured our legal, financial and practical aspects of church life were adhered to and they communicated well with the members of the church during the vacancy process. All this was done with many extra hours, little fuss, always quietly in the background and with much patience, grace and wisdom. We also thank their spouses, Fizz Metcalf and David Bailey, for their patience and additional support.

PCC Membership

It is normal agreed practice that PCC members are appointed for a 3-year term and can stand for two consecutive terms before standing down for at least one year. At the start of the vacancy, Don Hanson was elected as the Lay Chair in January and Nancy Benham took over as PCC Secretary.

At the last APCM Claire-Lise Harrison, Philip Thomas and Tina Durkin were elected as new members. Elliot Bennington was elected for a second term. Felicity Stevens was later co-opted onto the Deanery Synod. Thanks were expressed to Ruth Abel and Helen Wilks who stepped down from the PCC.

Thank you to all who serve on the PCC and for your support and help this year.

Nancy Benham, PCC Secretary, April 2026

5. CHURCHWARDEN'S REPORT 2025

A year in the life of a Churchwarden is varied. Looking back across the last year, it seems like a year of two halves: in the first half we were in vacancy and busy compiling brochures, writing adverts and preparing for the interview process. A huge thank you is due to all who carried additional responsibilities in this season of Trinity's life.

Dan and I were particularly grateful for Barry Crompton and Nancy Benham who took on the role of Parish Representatives, releasing Dan and myself to be Churchwardens. This involved them in many more meetings at Trinity and with Diocesan personnel and then sharing information about the vacancy process and timeline with the PCC and congregation.

We also cleared clutter of several decades, shooed pigeons out of the tower, tidied offices, prayed and prepared for our new Vicar. Phil was duly appointed, and in a joyful celebration of a new ministry instituted as Vicar of Holy Trinity in November. In the second half year we have been excited to be discerning God's purpose for Trinity under his leadership. Planning is under way to establish a new service, bringing together our Church family.

A particular area of responsibility as Churchwarden is to ensure that our building is fit for purpose and thanks must go to the Fabric Team which is continually working on our behalf to make sure it is safe and comfortable, and we thank them for their time and effort. The terrier and inventory have been wonderfully updated, documented, and include links to photo records. So special thanks are due to Andrew Dennis and Elliott Bennington who have coordinated this work.

Sides people (Hosts or Welcomers) are the Churchwardens' assistants and appointed at the first PCC after the APCM. The current team of hosts at all our services are often the first point of contact on a Sunday morning and their welcome to new and old faces is to be commended. I also thank those involved in hosting upstairs at our 10.30 Communion service for directing the congregation where to stand to receive communion.

There are many visible, and also invisible, ministries that combine to make Trinity the place it is today. We thank all those who serve on the PCC and particularly those who are stepping down this year: Allison Clark has served on the Deanery Synod as one of our representatives, Don Hanson as our Lay Chair at PCC meetings, and Becca Green and Andrew Dennis have completed one term of three years but are willing to stand again.

Finally, our gratitude must go to Dan Metcalfe. He has been Churchwarden for five years, graciously staying on an extra year due to the vacancy. Thank you Dan for all you have contributed to Trinity in those years, holding a vision of where Trinity should be, prayerfully and conscientiously committing it to God. We are also grateful for your practical skills which you have offered to Trinity in the more demanding jobs around the church. This has been a considerable time commitment for you and your family, and we thank you for this dedication.

Enjoy some well-earned rest, but continue with the Trinity family in Worshipping, Nurturing and Adventuring in the way of Christ.

Kathryn Bailey, Churchwarden, April 2026

6. CHURCH BUILDING MAINTENANCE AND REPAIR REPORT 2025

Fabric Team

The Fabric Team met six times during 2025.

Quinquennial inspection and roof inspection

The church architect carried out the Quinquennial Inspection. His comments during the inspection were generally favourable. He will issue a full written report in Q1 2026. During the inspection Vertex Access cleared the gutters, repaired loose slates and applied Smart Water to the leadwork.

Five Year Electrical inspection and upgrade

Brook Electrical carried out a statutory five-year electrical inspection which revealed several recommended system upgrades and installation of RCBO safety cut-out. This was a major £5000 upgrade, the first since the space project 20 years ago. It will future proof the electrical infrastructure for several years ahead.

Inventory and Terrier

The inventory and Terrier have been completely re-ordered with a full audit of all the church property and records. This was a major undertaking by Elliot Bennington and Andrew Dennis and is now stored on paper and electronically with a system for six-monthly updates.

Low carbon and environmental upgrades

Two consultancy reports were received for energy conservation, commissioned by the Diocese. The report by David Legge has many helpful recommendations and is being implemented in stages. 80% of the church lighting is by low emission lamps; the remaining are fluorescent tubes. The fluorescent tubes are being replaced over a four-year schedule with the boiler and offices in 2025. PIRs were installed in the corridor and stairwell.

Outside we instituted a no-mow area of the graveyard, a bug house and hedgehog house. We also have a compost area for felled wood and garden waste. The tower has swift boxes.

Trees

A diseased almond tree near the arches was felled after being condemned and has been replaced by an almond tree and several additional appropriate trees that were selected by the congregation. The youth church was involved in the re-planting.

Fire, heating, electrical, lighting and PAT inspection.

The fire alarms and fire extinguishers were serviced in November and EM lights stress tested. The PAT testing of portable equipment was carried out in January and lighting conductor in June. The Heading and boilers were gas safe tested and serviced in the autumn. The boilers have been given a five-year life expectancy to around 2030.

Work Parties

Four work parties were carried out in the year. Thank you to everyone who has taken part. A major tidy up and clear-out of indoor storage areas and accumulated junk resulted in trips to charity shops and the recycling centre. The churchyard was extensively tidied and the shrubs along the curtilage cut back improving the sighting of the church for passers-by.

Following work to fix damp ingress to the arch's windows, these were re-painted. There remains minor moisture ingress which will continue to be traced down as it occurs.

Pigeon dung was cleared from the bell loft and the wire netting repaired to prevent further infestation. The bell rope was repaired and enabled to ring – just.

We replaced the outside Christmas tree lights with a brighter long-life replacement.

Tom Cavell-Taylor, on behalf of the Fabric Team, April 2026

7. HEALTH AND SAFETY REPORT 2025

Risk Assessments

Health and Safety within any organisation is a balance between a totally safe environment which constricts activities and an environment that allows activities with guidelines and risk assessments in place.

The church has a set of risk assessments for many activities which are reviewed on an annual basis and with each new activity a new risk assessment is added to the church data base.

Safety Checks

The church has annual statutory checks undertaken by professional contractors. These include checks on Gas, Electric, Lightening Conductor, Fire Extinguishers and Fire Alarm systems. In addition, PAT tests, (Portable Electrical Appliances) are carried out annually and appliances that fail are replaced. These records are held in the office and can be viewed on request.

Every week the fire alarm, emergency lights and kitchen shutter are tested and the test recorded and any issues that arise are repaired as a matter of urgency.

New Legislation

The church also responds to new laws such as. "Martyn's Law" which has been introduced following the report into the bombing of the Manchester Arena in 2003. The church is currently working towards compliance.

One of the main issues for the church is the evacuation of the church in the event of an issue arising. In the last 12 months the church has undertaken two full evacuations; both at 9am and 1030 services; both have been successful and fulfilled the requirements for Martyn's Law and Fire regulations.

Accidents & Injuries

There have been two serious injuries within the church this year, both required hospital intervention. The accidents have been recorded and looked at in depth and the accidents occurred due to personal mobility. No modification of the church environment was required. There are First Aid Kits located throughout the building which are regularly checked and restocked as necessary. The Accident Book is located within the kitchen.

The Kitchen

The kitchen has been registered with the Food Standards Agency and North Yorkshire Council's Environmental Health Service and was inspected in November 2024 and received the highest 5-star rating. The kitchen is rated as High Risk due to catering for children and elderly members of the church and the community. The kitchen is trying to operate to the highest standards of hygiene and user practice.

Future Works

As the church moves forward and to assist with the evacuations it is intended to build a permanent escape ramp, located outside the south transept door.

Andrew Dennis, Health & Safety Officer April 2026

8. TREASURER'S REPORT 2025

In financial terms 2025 has been a year of 'preparing the ground' for our new incumbent to arrive in November of this year. Although the net income for Holy Trinity church has been well managed, it is important to recognize that there has been a tightening of the budget in recent years. Net income for 2025 has shown a small reduction with expenditure showing a corresponding reduction.

Income

Income saw an overall 6% reduction this year of £16,460. This reduction was largely a result of a reduction in voluntary giving in both restricted and unrestricted categories. The exception to our income reduction was with regard to church lettings which increased by £7,647 (a 44% increase from 2024).

Expenditure

Given the reduction in income, staff and volunteers have worked hard to reduce expenditure. Net expenditure reduced by £16,575. Whilst overall costs were controlled well, the real impact on expenditure came from a reduction in payment to the Diocese of Leeds with the Parish Share reducing from £90,000 in 2024 to £72,000 in 2025.

Reserves

The PCC does not currently have a formally adopted policy on financial reserves. However, as at 31 December 2025 we are holding £58,652 in unrestricted funds which is in line with the Charities Commission recommendation which is to have three months of operating costs available in reserve.

Actions to Ensure Financial Stability

Whilst operating in a parish vacancy, the PCC has taken significant action in 2025 to ensure good financial management. The first related to the 'Mission Enabler' role, which was created on a two-year contract commencing in August 2023. Following an appeal, this contract was extended for one year to the end of September 2026. The second was a stewardship campaign held in September with the focus on increasing general church funds. The resulting commitments suggested a 12% increase in overall funds from congregation members who were able to respond to the campaign. (See appeal summary document in the appendix to this report).

Church Administration

A church vacancy can be a time of vulnerability for both staff and volunteers. I am pleased to be able to report that 2025 has seen a strengthening of the office team in Holy Trinity Church. We have been blessed with our staff team doing all they could to ensure that the organization and management of our day-to-day processes went well and in fact beyond that. Whilst there is always more that can be done to improve efficiency, our systems and

processes have developed well. This improvement is in no small part due to the additional volunteers stepping in as part of the office team.

All of the above means that I am pleased to be able to report that we were in a strong position ready for the arrival of our new incumbent in November.

Thank you

A final thank you must therefore go to all our paid staff and volunteers who have worked hard behind the scenes to keep Trinity running smoothly and to prepare the ground for our new vicar and for all that God has in store for us in 2026.

Barry Crompton Church Treasurer April 2026

9. YOUTH AND CHILDREN'S REPORT 2025

I am immensely thankful to God, for guiding, protecting and providing for the Youth and Children's ministry over this last year. We have seen some really exciting fruit. An example of this is a young boy at All Stars leaning over and whispering to me during the talk 'I Believe in Jesus'.

- Sunday Night Youth inc Walk and Talk
- BOOST All Stars inc BOOSTfest
- 18-30 Life Group

Family Church
Breakfast Club
Little Fishes
Collective Worships
Open The Book

Messy Church
Summer Boost 2026
Lighthouse - lunchtime club at the Grammar School

Key focus

Behind the scenes

DBS and Safeguarding are prominent at the moment due to the huge push 3 years ago to get all volunteers qualified, obviously resulting in the renewals at this current time, particularly with the organisation underway for BOOSTfest and Summer Boost 2026.

Family Church

As we build towards the ending of Family Church, this is done with trepidation and anticipation. Family Church works well. It meets the spiritual needs of the community it exists to serve and numbers are good. We recently had 96 people with a few regular families missing, and we had to ask our regulars to stand or sit on the floor and make space for guests. However, we do acknowledge the difficulties for the wider church because of the existence of Family Church.

I am willing to let go of something that is good, for something that is going to be even better. This is my prayer and heart and is about the re-imaging of Sunday worship. What is extremely important in these uncomfortable next steps is not just what is done, it is the way that it is done. My desire is to take people with me in this 'step of faith', to honour the amazing leadership team that has served at Family Church and to go into the future God is calling us into, as a church, with hopeful anticipation of something amazing. The Bible verse that springs to mind as I pray about this new chapter is Paul's prayer from Ephesians 3 verse 20 'Now to him who is able to do immeasurably more than all we ask or imagine – according to his power that is at work within us' – God's power is at work within us as a church. Let's continue to be faithful to what God is calling us to do.

Matt Davies, Children Families and Worship Minister, May 2026

10. SAFEGUARDING REPORT 2025

For those of you who are not familiar with the role of the Parish Safeguarding Officer (PSO), this is how the role descriptor describes the work of the PSO:
"To work with the vicar and PCC in promoting safeguarding within the parish, and to ensure that church leaders are implementing the Church of England's safeguarding guidance. The Parish Safeguarding Officer is the key link person between the parish and the Diocesan Safeguarding Team."

Over the past few years, to help prioritise the safeguarding work within the parish we have been using the **Safeguarding Dashboard**. This was developed by Clearly Simpler Limited and is currently being used by over 10,000 parishes throughout the Church of England.

The Safeguarding Dashboard has three levels:
Level 1 - Safer Foundations
Level 2 - Safer Activities – we make a list of any church activities for children, young people and vulnerable adults and the PCC must review and approve the list of church activities. In a recent up-grade, we have been encouraged to focus on how we induct volunteers and provide them with ongoing support.
Level 3 - Safer Practices – we have now reached the final level, focusing on safer practices, particularly how we support victims and survivors and how the Parish wishes to promote a healthy and safe culture.

We have made progress towards 95% of the Mandatory Requirements. The PCC has formed a Safeguarding Subgroup to review progress towards the Safeguarding Action Plan. This is a document produced through the Dashboard to identify progress towards the Mandatory Requirements. The PSO reports on the work of the Subgroup to the PCC on a regular basis. John Housley and Alison Ratcliffe take a lead in supporting volunteers, facilitating their on-line safeguarding training and registering them with the Disclosure and Barring Service (DBS), where appropriate. This year they have entered the details of all volunteers connected with activities listed on the Dashboard onto the **Safeguarding Hub**, which has a suite of tools to help the parish with safer recruitment and people management.

Stage 1 – helps parishes to keep track of DBS checks and safeguarding training.
Stage 2 – helps parishes to create Role Descriptions and Person Specifications.
Stage 3 – helps parishes with safer recruitment and people management.

The next few months will be very busy for them as a few volunteers have DBS certificates that need updating or online training modules that need to be completed. During this coming year we will be focusing on ensuring we meet all the requirements for safer recruitment as set out in Stages 2 and 3.

I would like to thank all those who have helped with the administration of safeguarding and training needs, especially to John Housley and Alison Ratcliffe. A few safeguarding issues

have arisen within the last 12 months, but I believe that people at Holy Trinity have dealt with them in a professional way.

Regular Safeguarding reports are given to the PCC. Much of our safeguarding conversations continue to be about the development of the Parish Dashboard and Hub. Personally, I have found their support and feedback very encouraging.

Paul Stephens, Parish Safeguarding Officer, April 2026

11. OUTREACH GROUP 2025

With the Great Commission of the Lord Jesus to make disciples firmly in mind, the Outreach Group undertook a comprehensive review of its approach to outreach and evangelism. This review encompassed activities both within the church family and the broader local community.

The primary aim of this exercise was to gain a deeper understanding of the existing opportunities available to introduce the gospel to individuals and groups who participate in church services or attend activities held within the church premises.

Before launching any specific outreach programmes, the Group identified the importance of engaging the entire church family in regular prayer for evangelism. This commitment to prayer is considered foundational and will be developed further in the future.

Looking ahead, the strategy will focus on enhancing the gospel emphasis across the various activities organised by the church. Additionally, efforts will be made to equip leaders so they can share the good news of the Lord Jesus with greater effectiveness.

Throughout 2025, the Group hosted several Hope Explored and Christianity Explored courses, which resulted in clear indications of individuals coming to faith. Buoyed by these encouraging outcomes, plans are in place to hold additional courses in 2026, including an Alpha course scheduled for the autumn.

One ongoing challenge is recruiting sufficient volunteers to help lead these courses and to embed a "discipling" initiative within the church family. The Group continues prayerfully to seek more people to serve in these roles, with the objective of establishing effective evangelism as a core characteristic of our congregational life.

John Housley, Outreach Group, May 2026

12. MISSION PARTNERSHIP GROUP REPORT 2025

MPG is a sub-group of and reports to the PCC. We meet 4 times a year.
The members of the group are Robert Ankcorn, Sue Ankcorn, Sue I'Anson, Cathie Rutter, Karen Sharma, Adele Martin, Helen Wilks, Barry Crompton, Phil Carman.

This last year has been the first year of our three-year cycle when the congregation are asked to nominate partner charities for Holy Trinity to support. We tithe 10% of our giving to support partner charities at home and abroad and follow criteria laid down by PCC.
The charities are divided into major and minor partners with majors receiving £2500 and the minor ones £500 every year for the 3 years. As well as financial support the partners receive prayer support and sometimes, when local, physical help too.

Our current major partners are Artizan International, The Walshs (CMS partners in Brazil), Kajo Keji, The Diocese of Lake Rukwa and In2Out.
Minor partners are The Walled Garden, Wellspring, New Beginnings, Alianca Oopittikuxa, JennyRuth workshops, CAP, Scripture Union, CPAS, Ripon and Rural Driving and Tear Fund.

All our partners are represented on the display in the Arches with regular updates and newsletters by Karen. Each partner has an allocated Holy Trinity congregation member, not necessarily on the MPG committee, to be a point of contact. There is a prayer rota so that the focus is on that partner at least once in a year. The partners are invited to come and talk to the congregation at least once in their three-year cycle or highlight their charity in any way they may wish to.

Perhaps the highlight of the year for the group is the effort Barry Crompton made in making personal contact with Lake Rukwa which culminated in a visit to the Diocese, Bishop Ephraim and attending several confirmation services.

Invitations were sent to local partners to Phil's installation service, and several were in attendance.

Artizan have spoken in the 10.30 service and family church in 2025. We had hoped to include more but hasn't been possible this year. Bishop James of Kajo Keji read a lesson by video in one of the services.

All our partners have received their monetary gifts for 2025, and we have received messages of thanks from them.

Our thanks to Jed Bates who stepped down from MPG as he and his wife moved away to Lincolnshire. For many years he served with our group, and he tried very hard to establish a CAP group locally.

If you would like to join our group do ask one of the members listed above.
Robert Ankcorn April 2026

13. VICAR'S REPORT 2025

"May the God of hope fill you with joy and peace…"

Officially the Vicar's Report for the APCM covers the previous calendar year, so, January to December 2025. As I only began my role here in November 2025 that should mean a very short report!

However, I think it would be helpful for me to share some reflections of my first few months here at Holy Trinity and sketch out some vision for the coming months and years.

Firstly, I want to say Thank You. It's impossible for me to overstate my sense of deep gratitude for the warmth of the welcome we have received since arriving (back) in Ripon. I felt a strong sense of call to take up this role, the nudge of the Holy Spirit, the conviction that this is where God wants me to be. Living life with God has taught me that following that call does not mean that things will be easy, but it does mean that God will be present and active. And once again that has proven to be the case. He is faithful and good.

I have been so encouraged by the life, ministry and mission of Trinity. To see the day in day out activities that offer welcome, encouragement and belonging to so many. Ministries that nurture faith and discipleship in all ages.

There's a sense of excitement about what God is doing among us in our worship, ministry and mission, alongside a deep thankfulness for what has gone before and an expectancy for all that is still to come.

Through a process of prayer, conversation and discernment, three priorities for this season in the life of our church have emerged:

1. **Discerning and articulating a clear vision** that brings unity of purpose and mission to Holy Trinity.
2. **Bringing the two 10.30am services together**, with a current target timeline of September 2026.
3. **Planning for the celebration of our 200th anniversary in 2027.**

These priorities sit within our wider vision statement: ***"Worshipping, Nurturing and Adventuring in the Way of Christ."***

The PCC has agreed these priorities, and a core group has been established to take them forward. Following the PCC Away Day in March, two task groups have been formed: one to facilitate bringing the two 10:30 services together, and another to plan for the 200th anniversary.

All three of these priorities will involve many more people than just the PCC, core group or task groups. This is something the whole church family is invited to take part in, as together we seek to join in with what God is doing among us.

Week of Prayer: We have set apart the first week of June (1st – 7th) as a week of prayer to help us hear from God in this process. There will be a prayer space in church available all week and regular slots to join together as we seek God's will.

In a busy church like Holy Trinity, especially in a new and exciting season such as this, it can be easy to be caught up in activity and development. I sense the Lord reminding me that everything we do as a church - our vision, plans, ministries and gatherings - must be offered in humility and obedience to Jesus. When it comes down to fundamentals it is a simple strategy: to follow Jesus and to seek His Kingdom.

In the weeks leading up to my taking on this role, and in the months since, the words of Scripture that have remained with me are from Romans 15:13. They have become my prayer for us in this season. In this single verse, we are reminded of who God is, what He gives, how He fills us by His Holy Spirit, and how His joy and peace within us overflow to the world around us.

Let us receive this as both a blessing and an affirmation for the months and years ahead:

"May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit." Romans 15:13

Phil Carman, Vicar, April 2026

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing our aims and objectives and in planning future activities. In particular the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The annual report was approved by the Trustees of the charity on 18th May 2026 and signed on its behalf by:

Name: Mr Don Hanson

Position: Lay Chair of the PCC

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Independent Examiner's Report to the PCC of Holy Trinity, Ripon

I report on the financial statements of the PCC for the year ended 31 December 2025, which are set out on pages 21 to 30.

Respective responsibilities of PCC members and examiner
As members of the PCC you are responsible for the preparation of the financial statements. You consider that an audit is not required for this year under section 144 of the Charities Act 2011 ('the Charities Act') and that an independent examination is needed.

It is my responsibility to:

(1) examine the accounts under section 145 of the Charities Act;

(2) to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and

(3) to state whether particular matters have come to my attention.

Basis of independent examiner's report
My examination was carried out in accordance with the General Directions given by The Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as members concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act;

- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Charities Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mr S Kay ACA
The Barker Partnership
Chartered Accountants
44 Kirkgate
Ripon
HG4 1PB
Date: 22 May 2026

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Statement of Financial Activities
For the year ending 31 December 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Income and endowments from:					
Voluntary income	2(a)	174,414	22,977	197,391	218,404
Activities for generating funds	2(b)	3,058	24,881	27,939	18,523
Investment income	2(c)	2,713	-	2,713	3,180
Church activities	2(d)	-	17,995	17,995	24,536
Other incoming resources	2(e)	6,708	-	6,708	4,563
Total incoming resources		186,893	65,853	252,746	269,206
Resources expended					
Church activities	3(a)	189,909	67,261	257,170	274,097
Cost of generating funds	3(b)	931	-	931	579
Total resources expended		190,840	67,261	258,101	274,676
Net incoming/ (outgoing) resources		(3,947)	(1,408)	(5,355)	(5,470)
Net movements in funds		(3,947)	(1,408)	(5,355)	(5,470)
Balances brought forward at 1 January 2025		62,599	11,743	74,342	79,812
Transfer of funds		0	-	0	-
Balances carried forward at 31 December 2025		58,652	10,335	68,987	74,342

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Balance Sheet at 31 December 2025

	Notes	2025 £	2024 £
Fixed assets			
Tangible fixed assets	5a	4,234	4,673
Current assets			
Stock		-	-
Debtors	6	12,762	11,296
Short term deposits		59,540	59,540
Cash at bank and in hand		11,560	17,228
		83,862	88,064
Liabilities: amounts falling due within one year	7	(19,109)	(18,395)
Net current assets		64,753	69,669
Liabilities: amounts falling due after one year		-	-
Net assets	10	68,987	74,342
Funds			
Unrestricted	8	58,652	62,599
Restricted	9	10,335	11,743
		68,987	74,342

Approved by the Parochial Church Council on 18th May 2026 and signed on its behalf by:

Name: REVD PHILIP CARMAN
Position VICAR

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Notes to the Financial Statements
For the year ended 31 December 2025

1 Accounting Policies

1.1 Accounting convention

The financial statements have been prepared under the historical costs convention, in accordance with Church Accounting Regulations 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with FRS102 (effective 1 January 2019) - (Charities SORP (FRS102) and the Charities Act 2011).

1.2 Funds

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body or those that are informal gatherings of church members.

1.3 Income

Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised only when received. Income tax recoverable on gift aid donations is recognised when the income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain. Funds raised from events are accounted for gross.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

1.4 Expenditure

Grants

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding obligation on the PCC.

1.5 Balance sheet - Fixed assets

Consecrated property
Consecrated and beneficed property of any kind is excluded from the accounts by s.10(2)(a) of the Charities Act 2011.

Other fixtures, fittings and office equipment
Equipment used within the church premises is depreciated on a straight line basis over 5 years. Fixtures and fittings are depreciated over a maximum of 10 years.

Individual items of equipment with a purchase price of £500 or less are written off when the asset is acquired.

1.6 Current assets

Amounts owing to the PCC at 31 December 2025 in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectible.

Short-term deposits include cash held on deposit with the CBF Church of England Funds.

2 Incoming resources	Unrestricted Funds £	Restricted Funds £	Total funds 2025 £	Total funds 2024 £
2a Voluntary income				
Planned giving:				
Gift Aid donations	92,117	19,621	111,738	139,207
Income tax recoverable	29,572	-	29,572	37,705
Non Gift Aid donations	38,974	-	38,974	21,459
Donations and collections at services	13,643	3,356	16,999	20,004
Legacies	-	-	-	-
Sundry Income	108	-	108	29
	174,414	22,977	197,391	218,404
2b Activities for generating funds				
Traidcraft sales	-	-	-	-
Church lettings	-	24,881	24,881	17,234
Fees	3,058	-	3,058	1,289
Sales of product income	-	-	-	-
	3,058	24,881	27,939	18,523
2c Investment income				
Dividends and interest including any reclaimable tax	2,713	-	2,713	3,180
	2,713	-	2,713	3,180
2d Church activities				
Special collections and events	-	17,274	17,274	23,950
Catering income	-	721	721	586
Youth work income	-	-	-	-
	-	17,995	17,995	24,536
2e Other incoming resources				
VAT refunds	-	-	-	-
NI government allowance	6,708	-	6,708	4,563
	6,708	-	6,708	4,563
Total income	186,893	65,853	252,746	269,206

3 Resources expended

	Unrestricted Funds £	Restricted Funds £	Total funds 2025 £	2024 £
3a Church activities				
Ministry: diocesan parish share	72,000	-	72,000	90,000
wages	66,180	20,962	87,142	81,037
staff expenses	1,119	-	1,119	3,625
Church running expenses	10,197	16,377	26,574	27,104
Church maintenance/cleaning	1,682	15,199	16,881	19,769
Cost of services	3,195	-	3,195	3,178
Missionary and charitable giving	19,475	1,508	20,983	22,838
Funeral offerings	-	2,326	2,326	2,348
Depreciation	2,346	-	2,346	1,964
Outreach and group work	44	6,994	7,038	7,374
Young peoples work	-	2,454	2,454	2,069
Training courses	350	-	350	13
Administration:				
Independent examiners fee	1,800	-	1,800	1,800
Professional fees	1,587	-	1,587	1,752
Printing, stationery and computer costs	7,708	-	7,708	7,080
Advertising and publicity	-	-	-	-
Sundry expenses	1,888	720	2,608	498
Cost of hospitality	338	721	1,059	1,648
Building improvements	-	-	-	-
	189,909	67,261	257,170	274,097
3b Cost of generating funds				
Letting expenses	821	-	821	579
Miscellaneous expenses	110	-	110	-
	931	-	931	579
Total resources expended	190,840	67,261	258,101	274,676

4 Staff costs

	Unrestricted Funds £	Restricted Funds £	Total funds 2025 £	2024 £
Wages and Salaries	66,110	12,632	78,742	75,009
Social security costs	5,726	982	6,708	4,563
Pensions costs	1,501	191	1,692	1,465
	73,337	13,805	87,142	81,037

5 Fixed assets for use by the PCC

5a Tangible fixed assets

	Church equipment, fixtures & fittings
Actual/ deemed cost	
At 1 January 2025	158,437
Additions	1,907
Disposals	-
At 31 December 2025	160,344
Depreciation	
At 1 January 2025	153,764
Charge for the year	2,346
Eliminated on disposals	-
At 31 December 2025	156,110
Net book values	
At 31 December 2025	4,234
At 31 December 2024	4,673

The net book value is an accounting figure. It does not include the current market value of either the property itself or the larger assets owned by the church.

6 Debtors

	2025 £	2024 £
Accrued income	7,587	5,519
Other debtors	5,175	5,777
	12,762	11,296

7 Liabilities: amounts falling due within one year

	2025 £	2024 £
Other creditors	19,109	18,395
	19,109	18,395

8 Unrestricted funds

	General Fund	Fabric Fund	Total
Balance as at 1 January 2025	62,594	5	62,599
Incoming resources	186,893	-	186,893
Resources expended	(190,840)	-	(190,840)
Transfer from unrestricted funds	-	-	-
Transfer	0	-	0
Balance as at 31 December 2025	58,647	5	58,652

The fabric fund is designated funds for the general maintenance of the Church. It represents monies held in a CBF Church Fund account.

9 Restricted fund details

	At 1 Jan 2025	Incoming resources	Outgoing resources	Transfer	At 31 Dec 2025
Church Groups	7,954	12,402	(12,494)	-	7,862
Building improvements	2,155	-	-	-	2,155
Letting Income	1,195	24,881	(26,076)	-	-
Special Collections	-	1,508	(1,508)	-	-
Missions enabler	439	22,977	(23,416)	-	-
Church away day	-	948	(720)	-	228
Funeral collections	-	2,416	(2,326)	-	90
Hospitality	-	721	(721)	-	-
	11,743	65,853	(67,261)	-	10,335

Restricted Funds details:

Church Groups - income received for and on behalf of specific church groups including Little Fishes, Boost, Messy Church and other activities, including Youth Work.

Building improvements is for renovation work for the building.

Lettings income - funds received for the letting of the building and restricted for building maintenance and heating.

Special Collections relates to specific fund raising for one off events during the year such as a DEC appeal and the Christmas collection.

Missions enabler relates to youth families and worship ministry.

Church Away Day income was for specific away day activities.

Funeral Collections - funds are received by the church and distributed as requested by the families.

Hospitality - donations received toward the cost of drinks in the Arches.

10 Analysis of net assets by fund

	Unrestricted Funds	Restricted Funds	Total
	£	£	£
Fixed Assets	4,234	-	4,234
Current Assets	73,527	10,335	83,862
Current Liabilities	(19,109)	-	(19,109)
Long Term Liabilities	-	-	-
Fund balance	58,652	10,335	68,987

11 Church Workers Pension Fund (CWPF)

Holy Trinity (Ripon) participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:
1.the Defined Benefits Scheme
2.the Pension Builder Scheme, which has two subsections;
a.a deferred annuity section known as Pension Builder Classic, and,
b.a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2025: £1,501, 2024: £1,419).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2025, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 2.7% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2024. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2025.

The legal structure of the scheme is such that if another employer fails, Holy Trinity (Ripon) could become responsible for paying a share of that employer's pension liabilities.